



# MEO Organizational Staffing Model

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- ***Goal***
- ***Governing Principles***
- ***Placement Factors***



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## *Goal*

**A process where employees are placed into the most efficient organization in a fair and sensitive way that takes into consideration the competencies of the employee and, to the extent possible, employee preferences, and matches them with the needs of the organization.**



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## ***Governing Principles***

- **Fair treatment**
- **Everyone will have a job**
- **Consideration Provision – “Only candidates in the impacted employees pool”**
- **Initially would not entail promoting employees**
- **Expression of preferences and inventory of skills**
- **Placement of Key staff with coordination and input from an advisory committee**



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## ■ *Placement Factors*

### ➤ **Candidate Pool**

- *Identification of MEO functions*
- *Identification of employees*

### ➤ **Post positions**

### ➤ **MEO will be staffed in a top-down fashion**



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## **■ *Placement Factors***

### **➤ *Placement Consideration Documentation***

- *Skills and experience***
- *Expression of preferences for functions and locations***
- *References***

***A standard format for this documentation will be developed.***



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## ■ *Placement Factors*

➤ *Selections will be based on:*

- ❑ *Limited merit promotion when no qualified reassignment eligibles are available*
- ❑ *Preference based reassignments*
- ❑ *Directed reassignments*



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## *Conclusion*

***"To put the right people in the right jobs to meet the needs of the MEO and the organization."***

***Flexible Placement Process***

***Fair Treatment***

***Agency Commitment- Everyone will have a job***